Impact of South Texas STAR+PLUS Expansion

• Approximately 56,000 individuals in the South Texas service area currently being served by DADS will transition to STAR+PLUS from the following programs:
  ➢ Community Based Alternatives
  ➢ Adult Day Care/Day Activity and Health Services
  ➢ Primary Home Care
  ➢ Consumer Managed Personal Attendant Services

• The STAR+PLUS expansion in South Texas impacts the following counties: Cameron, Duval, Hidalgo, Jim Hogg, Maverick, McMullen, Starr, Webb, Willacy and Zapata.

• There will be a reduction in force (RIF) of DADS Community Services employees in the STAR+PLUS expansion area.
Potential Region 11 RIF

As of November 18, 2011:

- Prior to RIF - total number of positions in Region 11: 437

  - Currently filled positions: 396
    - Regular status employees: 324
    - Temporary positions: 55
    - Employees not in good standing: 8
    - Employees in probationary status: 9

- Total number of positions after March 1, 2012: 176
  - Includes staff supporting newly created STAR+PLUS support units

- Regular status employees potentially in RIF status: 148*

  *Number will continue to decrease as individuals affected by the RIF accept other positions.
Identification of RIF Affected Staff

Based on needed staffing levels to support remaining caseloads, employees are placed in RIF status in the following order:

1. Temporary status employees
2. Probationary status employees
3. Regular status employees who are not meeting current overall job requirements (including job performance and/or work rules)
4. Regular status employees who are meeting current overall job requirements based on total state service
Potential Employment Opportunities

Potential employment opportunities for staff affected by the RIF include:

- Preferential hiring within the health and human services system
  - STAR+PLUS Quality Assurance positions
  - HHSC Office of Eligibility Services and Medicaid for Elderly and Persons with Disabilities
  - DADS STAR+PLUS Support Unit

- Maximus Call Center positions

- Managed care organizations delivering STAR+PLUS services